



City of Eugene Police Department



Police Captain

THE COMMUNITY

Home to 146,160 people, Eugene is Oregon's third-largest city. The community covers 41.53 square miles, with the Willamette River running through the heart of the City and the McKenzie River joining the Willamette just north of town. The City is surrounded on three sides by hills, and is midway between the Pacific Ocean and the snow-capped Cascade Mountains. It offers residents an outstanding quality of life and a wide variety of recreational opportunities nearby, including rafting, fishing, golfing, hiking, skiing, and beachcombing. Eugene's mild climate and lush landscape are a few of the City's attractive features.

Eugene is well-known as the home of the University of Oregon. With 20,000 students and over 6,000 employees, the University plays a major role in the community, as does Lane Community College. The employment base has become increasingly dominated by services, trade, and government, and less reliant on the timber industry. Eugene has a well-educated labor force with nearly 35% of the adult population having completed four or more years of college.

Eugene is a friendly, progressive community with residents who are active and concerned about quality of life issues. The University brings a more cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. The City's Hult Center for the Performing Arts, recognized as the finest facility of its type in the state, brings renowned entertainers to the community throughout the year. It is home to seven resident companies, including, among others, the Eugene Symphony, Opera, Ballet, and the internationally acclaimed Oregon Bach Festival. Many residents are health and fitness-oriented, and Eugene was recently awarded the Olympic Trials for Track and Field in 2008. Overall, Eugene is an attractive community with quality schools, a beautiful environment, a temperate climate, and a diverse, dynamic culture.



THE ORGANIZATION

In 1944, the citizens of Eugene adopted a council/manager form of government. In this form of government, the City Council develops legislation and policies to direct the City. The City Manager, hired by the City Council, provides administrative direction to the organization, oversees City of Eugene personnel and operations, and carries out the City Council's direction.

The Mayor serves as the City's political head and chairperson of the eight-member Council. The Mayor, elected by the city at large on a nonpartisan ballot for a four-year term, is the formal representative of the City. The Mayor presides over City Council meetings, and votes in the case of a tie vote of Council members. The Mayor can veto any decision, but can be overridden by a two-thirds vote of the Council. Councilors are elected by ward on a nonpartisan ballot to four-year staggered terms.

The City has over 1,520 full-time employees and a \$495 million total budget. The City of Eugene provides services through six departments:

- Central Services
- Fire & Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works

The Eugene Police Department

The Eugene Police Department (EPD) is a progressive, professional law enforcement agency that serves the city of Eugene, Oregon, as well as the region through its 9-1-1 Communications Center.

The department strives to combine community policing strategies with an enforcement philosophy to better serve



Eugene residents and businesses. One highly successful community policing effort is the extension of police locations into the community, with police services available at four public safety stations in addition to the main police department location in City Hall.

In a typical day, Eugene police officers are dispatched to about 300 calls for service. This activity generates about 25,000 criminal cases every year. EPD staff members also engage in proactive community education and crime prevention activities to help protect all of Eugene's residents, with offerings ranging from the annual Safety Town program for pre-kindergarteners to seminars about recognizing and preventing elder abuse.

The department serves the city residents with over 325 positions and a budget of approximately \$40million. These employees are distributed through the department's four divisions: patrol (including special operations), investigations, operations support, and technical services. Currently 189 sworn officers work in patrol, investigations, and administrative positions, while 137civilian employees work in records, communications, and administrative support positions. In addition to general patrol and investigative activities, special units include school resources officers, canines, traffic enforcement, University of Oregon campus patrol, arson, explosive and demolition unit, SWAT team, hostage negotiators, and major collision investigators.

On December 30, 2005, the Eugene Police Department adopted its strategic plan, which is available on the department's website. The strategic initiatives adopted include: developing an organizational staffing plan; developing a new hiring and screening process and a new basic training program, developing a police facilities plan, developing a new complaint handling system, creating an organizational evaluation system, and achieving accreditation through the Oregon Accreditation Association.

THE IDEAL CANDIDATE

The ideal candidate for the Police Captain's position will be able to lead a major operational or administrative division for a modern, progressive police department, instilling trust in the services in the community, developing and implementing plans to achieve the mission and vision of the department, and inspiring employees to do their best. As a member of the Police Department's management team, the Captain will be part of a collaborative team working with the Chief to provide leadership and management of Department-wide issues and supporting the goals and directions for the department from the City Manager and the City's elected leadership.

The ideal candidate will possess the following characteristics and abilities:

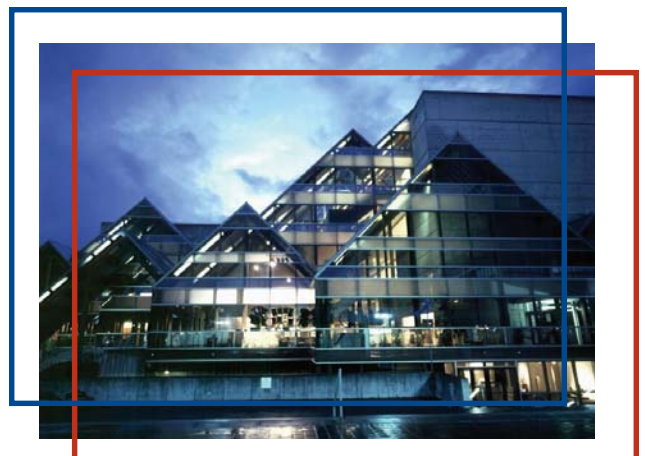
- Model the highest standards of integrity and ethical behavior.

- Make sound and well informed decisions affecting multiple stakeholders.
- Communicate effectively orally and in writing with a variety of cross-cultural audiences.
- Establish and maintain highly effective working relationships with diverse individuals and groups.
- Identify issues, analyze problems, and work collaboratively with staff and the community to solve them.
- Be an accessible manager who is supportive of professional development, retention, and diversity and who has an understanding of and appreciation for positive, productive labor relations.
- Be aware of trends in the policing field and innovative in the design, delivery, and funding of services.
- Develop and maintain relationships with other agencies and provide leadership in bringing intergovernmental and community partners together to enhance service.

Qualifications

To be considered for this position, candidates must have eight years of progressively responsible police experience, including two years of managerial experience and a bachelor's degree from an accredited college or university in criminal justice, business or public administration or a closely related field. (Additional responsible, relevant experience may be substituted for the degree on a year-to-year basis).

Note: Oregon DPSST Certification required. Certified Police officers from other states are able to transfer equivalent training credits and certification. Typically, a POST or comperable certification from another state plus attendance and successful completion of a 3-week Oregon Career Officers Development class (made available by the employer) will accomplish Oregon certification.





Compensation & Benefits

The annual salary range for this position is \$78,062.40 - \$97,302.40. Upon eligibility, the salary with the City's contribution of the employee portion of retirement and 2% deferred compensation will be \$84,307.39 - \$105,086.50.

Upon eligibility, the City will contribute an employee contribution of 6%, as well as the employer contribution to a retirement program administered by the Oregon Public Employees' Retirement System (PERS). In addition, the City will pay a 2% contribution to a deferred compensation program if the employee contributes at least 1%.

The competitive benefit package includes:

- Comprehensive Health, Dental, and Vision insurance
- Life and Long-term Disability insurances
- Generous Vacation and Sick Leave
- Ten Paid Holidays

The City will assist the candidate with moving and relocation expenses.

Application and Selection Process

Interested candidates should submit a resume. The cover letter should include responses to the following questions:

1. Why you are interested in being considered for the Police Captain position with the City of Eugene, what relevance it has for your career plans, and the strengths that you offer to the organization.
2. Your experience, education, and/or training you have in planning, managing, and directing major strategic change initiatives.
3. Your experience, education, and/or training in innovative, comprehensive, community policing programs.

Resumes and detailed cover letters should be sent by October 20, 2006 to Lynn Stimson, Recruitment and Selection Manager via e-mail to:

Lynn.M.Stimson@ci.eugene.or.us or via mail to:



City of Eugene
Human Resource and Risk Services
Police Captain
Attn: Lynn Stimson
777 Pearl St., Room 101
Eugene, OR 97401

For additional information:

(541) 682-5765
TTY (541) 682-5674
www.eugene-or.gov

The City of Eugene is committed to a work environment which values the cultural, educational, and life experience of each employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. As part of our commitment to diversity, the City continues to be an affirmative action/equal opportunity employer. Women, people with disabilities, and persons of color are strongly encouraged to apply.

The City of Eugene complies with the Americans with Disabilities Act of 1990. Any applicant with a qualified disability under the Americans with Disabilities Act may request accommodation by contacting Lynn Stimson at (541) 682-5765.

In compliance with the Immigration Reform and Control Act of 1986, the City of Eugene will request all eligible candidates who accept employment with the City to provide documentation to prove they are eligible for employment in the United States.